

**JOINT RESOLUTION ON TEACHER
PERFORMANCE PAY**

2010 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Marie H. Poulson

Senate Sponsor: Howard A. Stephenson

LONG TITLE

General Description:

This joint resolution of the Legislature recommends that performance pay or differentiated pay plans for public school teachers be developed using certain guiding principles.

Highlighted Provisions:

This resolution:

- recommends that the goal of any future efforts to develop performance pay or differentiated pay plans for public school teachers should be to ensure that there is a quality teacher in every classroom; and

- recommends that any proposed performance pay or differentiated pay plan for public school teachers should promote student achievement and support quality instruction, be adequately funded by a sustainable revenue source, promote collaboration, be flexible and responsive to local needs, use fair and objective criteria, be open to all who are eligible, and be in alignment with existing programs and school improvement plans.

Special Clauses:

None

Be it resolved by the Legislature of the state of Utah:

WHEREAS, the citizens of Utah believe in and value the importance of a quality education for all children;

WHEREAS, 95% of all Utah's school-aged children attend its public schools;

WHEREAS, one of the most important factors in ensuring a child's educational progress is having a high quality teacher in the classroom;

WHEREAS, the state of Utah faces a current teacher shortage that is projected to worsen over the next 10 years;

WHEREAS, Utah must maintain its ability to compete with neighboring states in both attracting and retaining high quality teachers;

WHEREAS, despite the current economic crisis, a commitment to fund a competitive base pay for public school teachers should remain the most critical component of a comprehensive compensation plan;

WHEREAS, Utah should promote new and innovative strategies to increase pay for teachers that are developed collaboratively with teachers rather than imposed upon them;

WHEREAS, other states have experienced success with differentiated pay strategies that have been developed with input and participation from all public education stakeholders; and

WHEREAS, the time has come for the state of Utah to begin in earnest to examine differentiated pay proposals in collaboration with all public education stakeholders in a comprehensive manner:

NOW, THEREFORE, BE IT RESOLVED that the Legislature of the state of Utah recommends that the goal of any future efforts to develop performance pay or differentiated pay plans for public school teachers should be to ensure that there is a quality teacher in every classroom.

BE IT FURTHER RESOLVED that any proposed performance pay or differentiated pay plan for public school teachers should promote student achievement and support quality instruction, be adequately funded by a sustainable revenue source, promote collaboration, be flexible and responsive to local needs, use fair and objective criteria, be open to all who are eligible, and be in alignment with existing programs and school improvement plans.

BE IT FURTHER RESOLVED that a copy of this resolution be sent to the Utah State

58 Board of Education, the Utah School Boards Association, and the Utah Education
59 Association.